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Human resources management

Draft resolution submitted by the Chair of the Committee following informal consultations

Mobility framework

The General Assembly,

Recalling its resolutions 67/255 of 12 April 2013 and 68/252 of 27 December 2013 as well as its decision 68/549 of 27 December 2013,

Having considered the report of the Secretary-General entitled "Towards a global, dynamic and adaptable workforce: mobility",[1] the letter dated 22 October 2013 from the President of the General Assembly addressed to the Chair of the Fifth Committee,[2] and the related report of the Advisory Committee on Administrative and Budgetary Questions,[3]

1. *Takes note* of the report of the Secretary-General entitled "Towards a global, dynamic and adaptable workforce: mobility"[1] and the letter dated 22 October 2013 from the President of the General Assembly addressed to the Chair of the Fifth Committee;[2]

2. *Recalls* its resolutions expressing support for staff mobility in the Organization, in particular section IV of its resolution 67/255, and welcomes the efforts made by the Secretary-General in submitting his refined managed mobility framework, as well as an alternative proposal, to the General Assembly;

3. *Approves* the refined managed mobility framework, subject to the provisions of the present resolution;

4. *Emphasizes* that the managed mobility framework should ensure a fair sharing of the burden of service in hardship duty stations;

[1] A/68/358.
[2] A/C.5/68/10.
[3] A/68/601.

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5. *Recalls* regulation 1.2 (c) of the Staff Regulations and, in this regard, underlines that the calculation of post occupancy for staff members under the managed mobility framework shall include time served in their current posts;

6. *Decides* that staff members who have reached the maximum occupancy limit when managed mobility comes into effect for their job network will not be subject to reassignment in the first year of operationalization in that job network;

7. *Authorizes* the Secretary-General to implement the refined mobility framework with a view to commencing mobility for one job network in 2016 and one in 2017, followed by two job networks each year thereafter;

8. *Decides* that the number of geographic moves for the job networks in 2016 and 2017 shall be no greater than the average number of geographic moves in those networks in 2014 and 2015;

9. *Requests* the Secretary-General to ensure that managed mobility shall not have a negative effect on mandate implementation under the peace and security, development, and human rights pillars of the United Nations;

10. *Also requests* the Secretary-General, when considering applicants for vacancies, to give equal treatment to internal and external candidates;

11. *Acknowledges* that additional information is required on the managed mobility framework, and requests the Secretary-General to include in his first annual report, to be submitted to the General Assembly at its sixty-ninth session, inter alia, data and information on the following:

(a) Current staff mobility statistics and an analysis of trends, including the tracking of actual costs related to geographic and non-geographic moves and vacancy rates by job network and other potential costs that may arise;

(b) The number of posts open to external candidates and the number of external candidates selected in 2013 and the first quarter of 2014;

(c) The number of staff moves within and among duty stations and the direct and indirect costs of each move by job network in 2013 and the first quarter of 2014;

(d) An explanation of the criteria to be applied in the implementation of paragraph 8 above should the number of staff reaching the post occupancy limit exceed the average number of geographic moves in 2014 and 2015;

(e) The comprehensive list of non-rotational positions;

(f) The terms of reference and operating guidelines of the job network boards and the special constraints panel;

(g) An analysis of the link between the recruitment and selection recommendations of the job network boards and the future workforce planning agenda for the Organization;

(h) An analysis of how the recommendations of the job network boards would incorporate the Organization's gender balance and geographical representation targets and ensure the equal treatment of internal and external candidates;

(i) The training and knowledge management plans associated with the refined framework;

(j) The structure and reporting lines involved in the functioning of the job network boards, including all expected numbers, configurations and roles of staff members involved in the semi-annual staffing exercises;

(k) Transitional measures to ensure the sustainable promulgation of mobility for staff;

12. *Decides* that the job network boards shall include a staff representative in an observer capacity;

13. *Also decides* that the minimum post occupancy limits for duty stations classified as D and E will be one year and for all other duty stations will be two years, with the exception of special circumstances in which the movement of staff members earlier than the minimum post occupancy limit is necessary for their health and safety or for the prompt delivery of mandates;

14. *Requests* the Secretary-General to ensure the fair treatment of all staff members in the context of the reassignment pool related to the managed mobility framework;

15. *Also requests* the Secretary-General to continue to explore ways of assisting spouses and children of staff members in resolving family issues arising from mobility requirements;

16. *Further requests* the Secretary-General to identify the number of posts open to external candidates and the number of external candidates selected in 2014 and the first quarter of 2015 and to report thereon in his second annual report, to be submitted to the General Assembly at its seventieth session;

17. *Requests* the Secretary-General to identify the number of staff moves within and among duty stations and the direct and indirect costs of each move by job network in 2014 and the first quarter of 2015 and to report thereon in his second annual report;

18. *Also requests* the Secretary-General to provide a full estimate of and rationale for the financial resources required for mobility in 2016 and 2017, including requests for any additional geographic moves necessary to achieve the strategic objectives of mobility, in his regular and peacekeeping-related budget requests over the course of that period;

19. *Recalls* paragraph 78 of the report of the Advisory Committee on Administrative and Budgetary Questions[3] and, in the context of the managed mobility framework, emphasizes the importance of a thorough reform of performance management, to be implemented at the same time as the framework, and requests the Secretary-General to submit an update on progress and further proposals in this regard to the General Assembly at the main part of its sixty-ninth session;

20. *Requests* the Secretary-General to submit annual reports on mobility to the General Assembly until its seventy-second session, a five-year comprehensive review of the mobility framework at its seventy-third session and biennial reports on mobility thereafter.